

District Wise Search Consultants



Great Neck Public Schools



The Firm



Bob Freier - Partner

- Executive Recruiter, Past BOE Trustee

Joann Kaplan - Partner

- Educator, Active in Various Philanthropic and Volunteer Work, Past BOE Trustee

Mark Kamberg - Associate

- Owner of a Food-Ingredient and Supply Specialist Company, Current BOE Trustee

Our Approach



Organizational Stage: National Search

- Search Process defined. Protocol. Kick off meeting with the Board
- Constituent Meetings (Community, Staff, Students)
 - Focus Groups - Discussions of characteristics sought. In person and via Zoom.
 - This is their opportunity to give input into the search/characteristics for the next Superintendent.
 - A survey will be posted on the district's website for additional data collection, which will be presented to the Board of Education.
- Brochure Created

Our Approach (continued)

Publicize/Recruitment Stage:

- Place advertisements (National and State-wide)
- Cloud-based application goes live
- Begin to aggressively recruit candidates

Our Approach (continued)



Hire/Job Entry Stage:

- Candidate Selected
- Contract Negotiated
- Candidate Appointed and Introduced to the Community

Timeline (Anticipated)



- **February 2023** - Appointment of DWSC
- **February 2023** - Application Opens
- **February/March 2023** - Focus Group-Data Gathering
- **May 2023** - Board Interviews Slate of Candidates
- **June 2023** - Superintendent Appointment



Why District Wise?

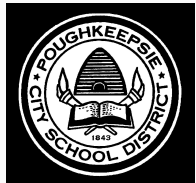
- **Personalized Approach**
 - The best candidates are not always the people “looking”
 - Our advisory board consists of the finest administrators in the field of education
 - National reach of prospective candidates
- **School Board Member Perspective**
 - We work for the Board of Education
 - We understand the needs and concerns of the community as well as of the district employees by holding multiple focus groups



Why District Wise (continued)

- Individualized Attention
 - Candidates shown to a district will **never** be presented to another district unless your district has passed on that person
 - We are committed to the Board throughout the duration of this process (publicizing, screening, vetting, contract formation, public meetings & transitions)
 - Ability to place a transition coach with newly hired superintendent
 - We have a national audience of candidates.
- Satisfaction Guaranteed - Full 2-year Guarantee

Some Past Successes



Questions?

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